



ANNUAL REPORT 2001

COMMITTEE FOR PURCHASE FROM PEOPLE
WHO ARE BLIND OR SEVERELY DISABLED



Chairperson's Message

I am pleased to submit the Committee's Annual Report for Fiscal Year 2001 to Congress.

Fiscal Year 2001 is a special one for the Javits-Wagner-O'Day (JWOD) Program as it marks the 30th anniversary of the 1971 amendment to the Wagner-O'Day Act of 1938. This amendment, led by Senator Javits of New York, expanded the Program to include people with disabilities other than blindness and to allow the provision of services, as well as products, to the Federal Government. But the year will inevitably be remembered for the tragic events of September 11th and the heroic response of the American people. The JWOD Program was asked to renew its commitment to serving military and civilian customers, and Americans who are blind or have other severe disabilities nationwide are answering the call.

JWOD janitorial workers at the Pentagon, and at other Federal buildings and military installations, were back at work on September 12th. Nonprofit agencies producing critical military unique items such as food supplies for Navy submarine crews and cold-weather protective gear immediately went to work around the clock to meet the military's surge requirements. The JWOD Program's response to terrorist threats continued into FY 2002, particularly as October brought concerns about anthrax contamination in the mail. JWOD employees on mail room contracts throughout the Washington, D.C. area are learning new procedures

and precautions for handling Federal mail, and the participating nonprofits employing these individuals are taking proactive measures to ensure their employees' continued safety, as well as the safety of the Federal employees they serve.

Looking back at FY 2001, the JWOD Program focused on increasing employment opportunities for Americans who are blind or severely disabled and providing outstanding customer service in many new areas of products and services. This year, the JWOD Program provided employment to over 37,000 Americans who are blind or have other severe disabilities. But, although the Program continues to grow and expand its capabilities in the product and service arenas, there remain millions of Americans with severe disabilities who are still unable to find and maintain competitive employment in their communities. The JWOD Program strives to significantly increase the number of employment opportunities available under the Program and allow people with severe disabilities to lead lives of financial independence. With the support of its Federal customers, the Committee hopes to continue increasing JWOD's presence in the Federal marketplace in FY 2002 to further that goal.

Successful FY 2001 initiatives included the strengthening of the JWOD Liaison community, growth in JWOD environmentally preferable product and service offerings, and expansion of JWOD distribution channels. Specifically, JWOD



Liaisons garnered the support of the new Administration by coordinating Memos of Support issued by the Secretaries of the Army, Interior, and Treasury. The Program also received the White House "Closing the Circle" award in recognition of its environmental efforts. Additionally, the Committee continued to increase distribution channels to provide Federal purchase card holders with a variety of JWOD options.

Valuable partnerships within both the public and the private sector allow the JWOD Program to better meet its Federal customers' needs while increasing the number of employment opportunities for Americans who are blind or have other severe disabilities. We are looking forward to even greater results from these activities and partnerships in FY 2002.

A handwritten signature in black ink, reading "Kenneth J. Oscar".

Kenneth J. Oscar, Ph.D.
Chairperson

2001 Annual Report

COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED

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*Additional print or electronic copies of this document may be obtained by
contacting the Committee office at (703) 603-7740.
Electronic copies are also available from the Committee's website at www.jwod.gov.*

Committee Responsibilities

In accordance with the legislative history of the Javits-Wagner-O'Day (JWOD) Act (41 U.S.C. 46-48c), the Committee's mission is to use the purchasing power of the Federal Government to provide employment opportunities for people who are blind or have other severe disabilities. The Committee's primary means of achieving this objective is to direct the Government to procure products and services provided by nonprofit agencies employing such persons nationwide. Among the major functions carried out by the Committee are:

- ◆ Determining which products and services are suitable for provision by nonprofit agencies employing people who are blind or have other severe disabilities, and providing information on such items to Federal personnel through various publications and other means.
- ◆ Determining fair market prices for these products and services and revising prices in accordance with changing market conditions.
- ◆ Assisting Federal agencies to expand procurement from nonprofit agencies participating in the JWOD Program, and monitoring the compliance of both with Committee regulations and procedures.



It is also the responsibility of the Committee to designate, establish fee ceilings for, and provide guidance to Central Nonprofit Agencies (CNAs) that help State-operated and private nonprofit agencies participate in the JWOD Program. The Committee has designated **National Industries for the Blind (NIB)** and **NISH** to provide such assistance.

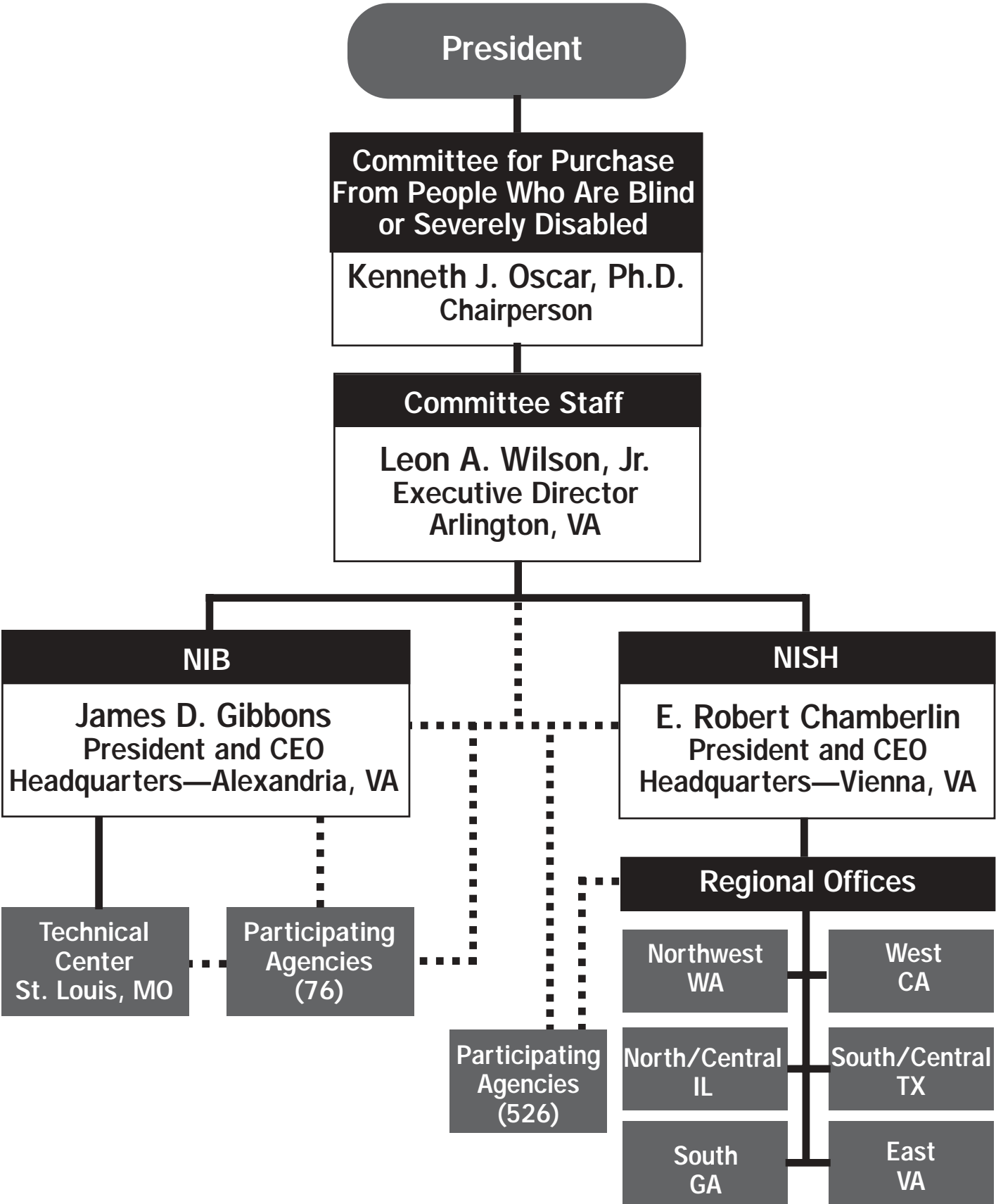
NIB/NISH Responsibilities

NIB and **NISH** are independent private organizations, not Federal entities. Each of the 602 State and private nonprofit agencies participating in the JWOD Program at the end of FY 2001 is associated with either NIB or NISH. Major functions carried out by NIB and NISH include:

- ◆ Allocating Government orders for JWOD items among nonprofit agencies.
- ◆ Assisting nonprofit agencies to develop new JWOD items for the Committee's consideration; calculate proposed JWOD prices; address production/service provision problems; and comply with Committee regulations.
- ◆ Evaluating nonprofit agencies' capabilities to provide specific products and services.

NIB and NISH are also responsible for obtaining item procurement histories from Federal contracting activities and other information required by the Committee.





Committee Members

Committee members are appointed by the President. Private citizens serve five-year terms and may be reappointed. Federal Government members serve for the period of time their agency designates them.



Kenneth J. Oscar, Ph.D., *Chairperson*
Deputy Assistant Secretary of
the Army (Policy & Procurement)
Department of the Army
November 1995



Gary Krump
Deputy Assistant Secretary
for Acquisition and
Materiel Management
Department of Veterans Affairs
April 1994



LeRoy F. Saunders,
Vice Chairperson
Private Citizen—
Obstacles to Employment of
Persons Who are Blind
March 1995



Steven B. Schwalb
Chief Operating Officer,
UNICOR Corporate
Management
Federal Prison Industries
Department of Justice
November 1994



RADM Raymond A. Archer III
Vice Director,
Defense Logistics Agency
Department of Defense
July 2001



Evelyn Jobe Villines
Private Citizen—Obstacles to
Employment of Persons with
Other Severe Disabilities
April 1994



Timothy A. Beyland
Associate Deputy
Assistant Secretary (Contracting)
Department of the Air Force
July 1998



Donald H. Wedewer
Private Citizen—
Nonprofit Agency
Employees Who Are Blind
April 1994



Deborah G. Groeber
Private Citizen—Nonprofit
Agency Employees with
Other Severe Disabilities
January 1996



Ira L. Hobbs
Deputy Chief Information Officer
Department of Agriculture
October 1995

Committee Meetings

During FY 2001, the Committee held 10 formal meetings on the following dates:

October 16, 2000	March 8, 2001
November 9, 2000	April 23, 2001
December 14, 2000	June 14, 2001
January 11, 2001	July 12, 2001
February 8, 2001	August 9, 2001

Vacancies: Department of Commerce •
Department of Education • Department of Labor •
Department of the Navy • General Services Administration

JWOD Initiatives

JWOD Environmental Initiatives

FY 2001 was a banner year for JWOD environmental initiatives as the Committee, National Industries for the Blind (NIB) and NISH collaborated with JWOD-associated nonprofit agencies and Federal customers to offer a broader range of products and services that help Federal agencies meet environmental requirements and goals.

Committee staff participated in a number of conferences and forums to explore employment opportunities for individuals who are blind or severely disabled through Federal environmental initiatives. Members of the Committee staff attended the first "National Electronics Stewardship" workshop held at the National Conservation Training Center in Shepardstown, WV; presented at the Department of the Interior (DOI) Conference on the Environment; and participated in the Environmental Protection Agency's (EPA) Region 9 Affirmative Procurement Training. Both DOI and EPA are partners in a Memorandum of Agreement signed with the Committee in 2000.



Numerous opportunities were also made available to the JWOD team to educate Federal customers about the Program's ability to meet their "green" needs. JWOD staff participated in such events as the DOI/EPA "Earth Day" celebration in April in Washington, D.C., the DOI Bureau of Land Management and Department of Energy environmental conferences, and the Department of Labor Recycled Products Fair. These events allowed Federal customers to see firsthand a sampling of the environmental products JWOD-associated nonprofit agencies produce and to learn more about environmental services, such as "green" custodial/janitorial and recycling services available under the JWOD Program.

The highlight of the year, however, came in June, when the JWOD Program was presented with the coveted White House "Closing the Circle" award in recognition of the Program's accomplishments in helping the Federal Government create clean, safe, nontoxic environments for its employees, contractors, vendors and visitors.

JWOD Liaison Initiatives

JWOD Liaisons, Federal employees designated by their agency's Procurement Executive or other senior official to promote the JWOD Program agency-wide, provide a crucial backbone of support for the

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Initiatives

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Program and play a key role in generating JWOD employment opportunities nationwide.

As of FY 2001, 14 Departments and 17 Agencies have designated a Liaison to participate with the JWOD Program. Many of these 31 individuals have been responsible for promoting the JWOD Program throughout the Federal Government by coordinating Memos of Support for the Program to be signed by their Secretary, Procurement Executive or Acquisition Director; providing articles for their agency newsletters, magazines, and training guides; securing invitations for JWOD staff to speak, exhibit and present at Agency conferences,

forums, and training sessions; and identifying new product and service opportunities to JWOD staff.

JWOD Distribution

Assuring convenient distribution channels for Federal customers remained an area of emphasis for the JWOD Program in FY 2001. Efforts continued to streamline the process of qualifying and authorizing new distributors, and to evolve the JWOD manufacturing agencies' practices to mirror industry standards. While many firms expressed interest in becoming JWOD distributors during the past year, growth in

the number of firms authorized was cautious, as the resources needed to manage the commercial distribution channel are limited. Nine commercial businesses were approved, bringing the total number of authorized commercial distributors to 36.

These additions, together with the electronic commerce venues of GSA *Advantage!*, DOD EMALL, Navy OneTouch and JWOD.com, and on-site locations such as JWOD-operated Base Supply Centers and Supply Stores, provide Federal customers with the flexibility they need to get the JWOD products they want. Federal customers are educated about their purchasing options through JWOD staff presentations and exhibits at numerous Government conferences, expos and credit card training events nationwide.

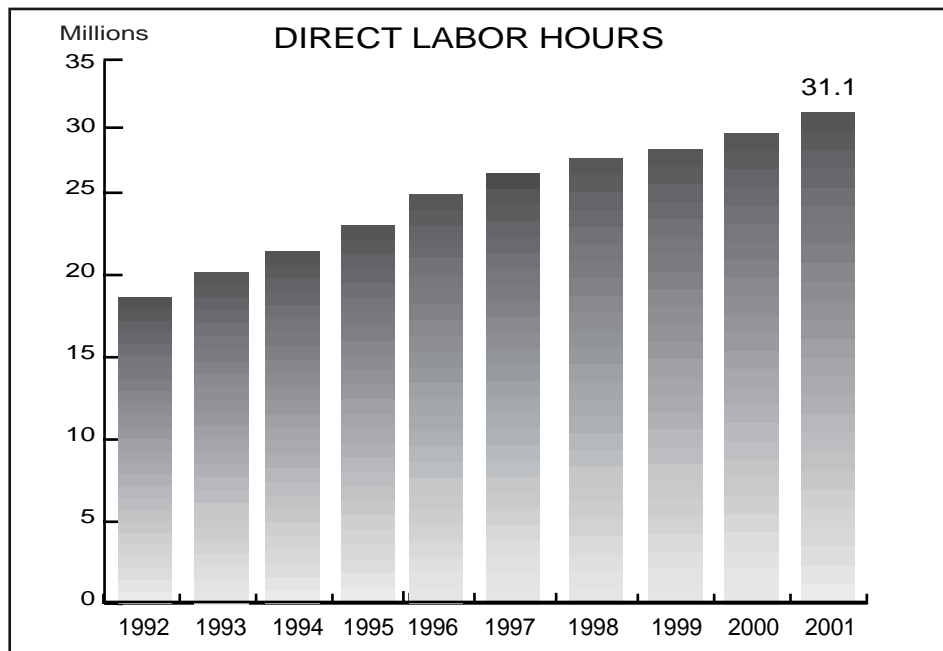
In FY 2001, Federal customers were able to identify all authorized JWOD distributors by consulting the Committee's web site, www.jwod.gov. Potential distributors were also able to download the JWOD criteria and application from the same location. This online information provides a dynamic resource to customers and distributors alike, 24 hours a day, and streamlines the work processes of the JWOD staff.

JWOD Impact by State

	JWOD Workers	JWOD Direct Labor Hours	JWOD Wages
Alabama	447	652,140	\$4,462,953
Alaska	132	123,555	\$1,330,100
Arkansas	185	210,981	\$1,401,353
Arizona	639	390,569	\$2,940,247
California	2,233	2,293,175	\$19,578,883
Colorado	715	447,756	\$3,410,309
Connecticut	544	283,275	\$1,306,437
Delaware	27	9,351	\$73,843
District of Columbia	637	503,792	\$5,165,632
Florida	1,829	1,701,496	\$12,350,895
Georgia	905	895,870	\$6,933,045
Guam	16	15,028	\$106,320
Hawaii	358	271,648	\$2,130,751
Idaho	817	481,293	\$4,365,739
Illinois	1,025	942,985	\$9,242,977
Indiana	345	356,421	\$1,487,824
Iowa	106	58,562	\$478,679
Kansas	194	218,608	\$1,456,618
Kentucky	598	491,064	\$3,354,890
Louisiana	715	552,698	\$3,972,889
Maine	249	283,658	\$2,038,807
Maryland	2,310	2,121,545	\$17,320,102
Massachusetts	434	270,426	\$2,313,291
Michigan	1,184	778,916	\$6,171,667
Minnesota	589	582,687	\$4,276,986
Mississippi	597	467,906	\$3,539,631
Missouri	626	336,506	\$2,129,361
Montana	299	106,294	\$356,847
North Carolina	1,440	1,443,621	\$9,957,674
North Dakota	311	186,384	\$1,175,308
Nebraska	133	167,557	\$1,020,081
Nevada	117	150,304	\$1,349,814
New Hampshire	26	18,713	\$190,634
New Jersey	311	235,723	\$2,147,125
New Mexico	377	410,481	\$3,329,401
New York	2,164	1,476,531	\$16,693,103
Ohio	871	677,646	\$5,698,817
Oklahoma	518	344,050	\$2,686,688
Oregon	325	250,636	\$2,365,656
Pennsylvania	1,311	832,318	\$4,337,602
Rhode Island	263	193,014	\$2,128,119
South Carolina	1,082	555,336	\$4,002,958
South Dakota	250	258,773	\$1,662,088
Tennessee	433	375,506	\$2,630,315
Texas	3,518	3,360,103	\$24,091,770
Utah	190	218,958	\$1,932,904
Vermont	7	9,778	\$96,726
Virginia	2,585	2,429,333	\$20,438,951
Washington	1,032	757,079	\$6,999,549
Wisconsin	735	501,928	\$2,627,274
West Virginia	296	336,700	\$2,760,956
Wyoming	52	52,838	\$497,206
JWOD Total	37,102	31,091,515	\$244,517,797

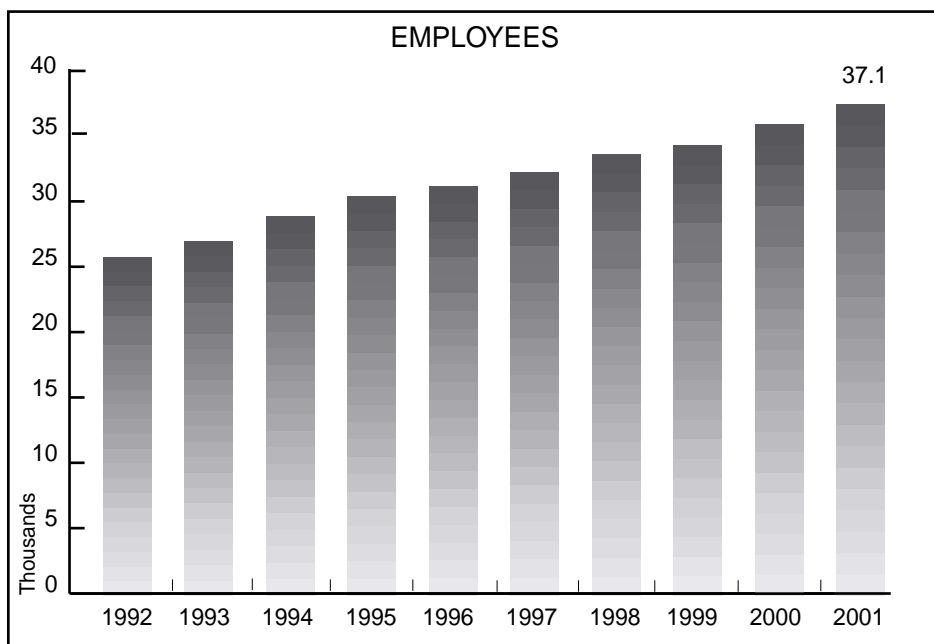
Direct Labor Hours

During FY 2001, direct labor hours worked on JWOD projects by people who are blind or have other severe disabilities increased once again, reaching a record **31,091,515**. This represents an increase of 1,141,655 hours, 4 percent over total FY 2000 hours.



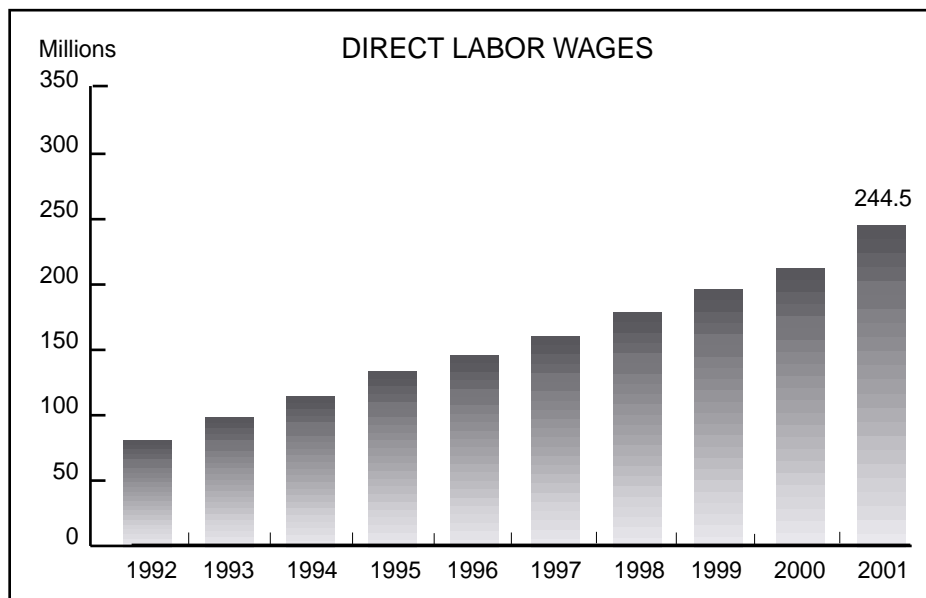
JWOD Employees Who Are Blind or Have Other Severe Disabilities

During FY 2001, **37,102** individuals who are blind or have other severe disabilities worked on JWOD contracts. This represents an increase of 794 individuals or 2 percent over the total number employed through the JWOD Program in FY 2000.



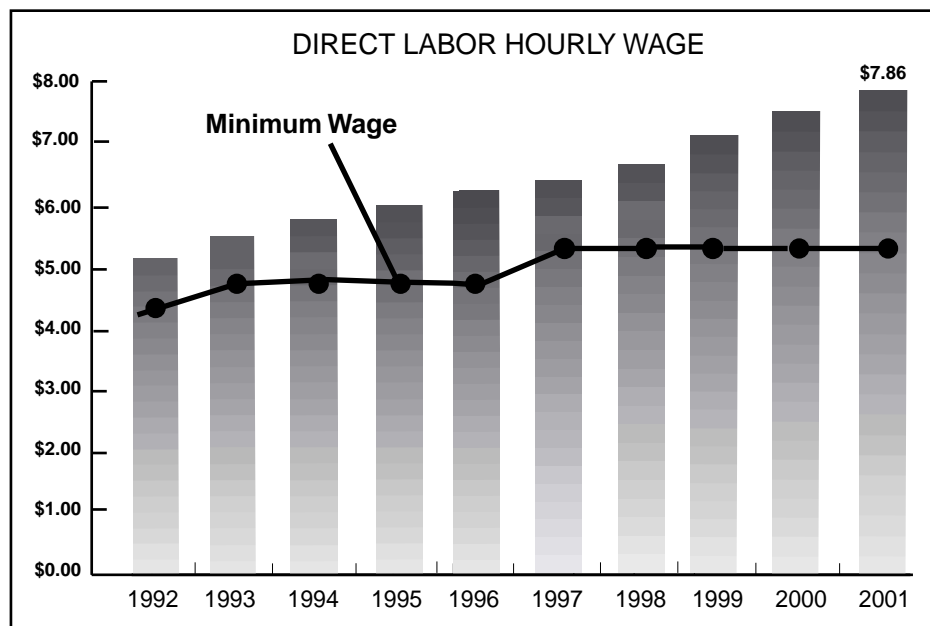
Direct Labor Wages

Among the most impressive aspects of the JWOD Program is the amount of income it generates for people who are blind or have other severe disabilities. During FY 2001, such individuals employed in direct labor on JWOD contracts received **\$244,517,797** million in wages, an increase of approximately 8 percent over FY 2000.



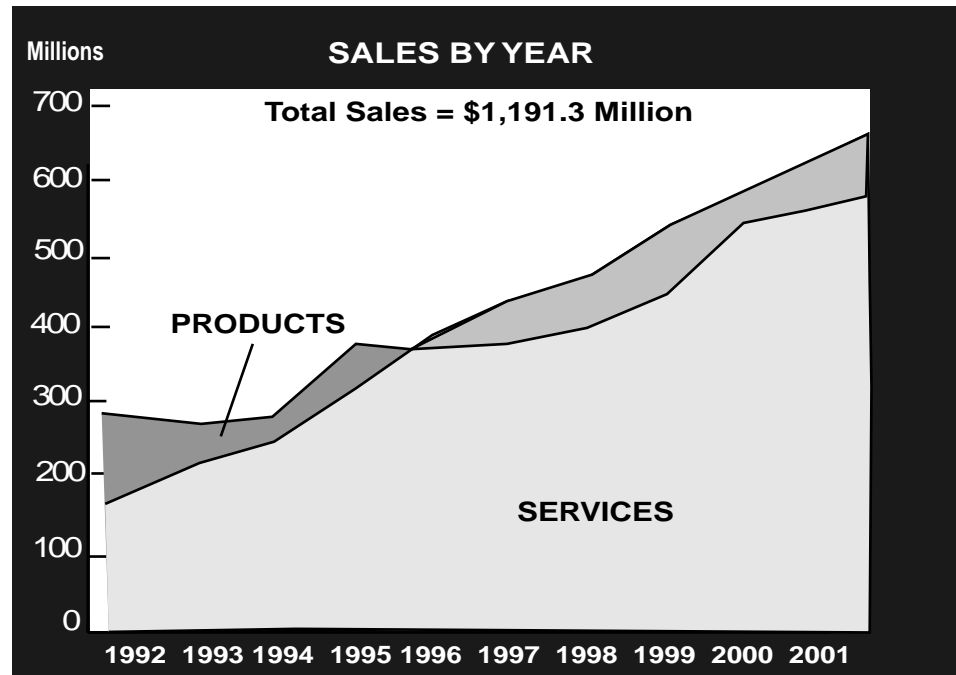
Direct Labor Hourly Wage

The average hourly wage paid to JWOD direct labor employees again increased. For FY 2001, the average hourly wage was **\$7.86**, surpassing FY 2000's record by \$.30, an increase of 4 percent. The FY 2001 average wage exceeds the Federal minimum wage of \$5.15 an hour by nearly 53 percent.



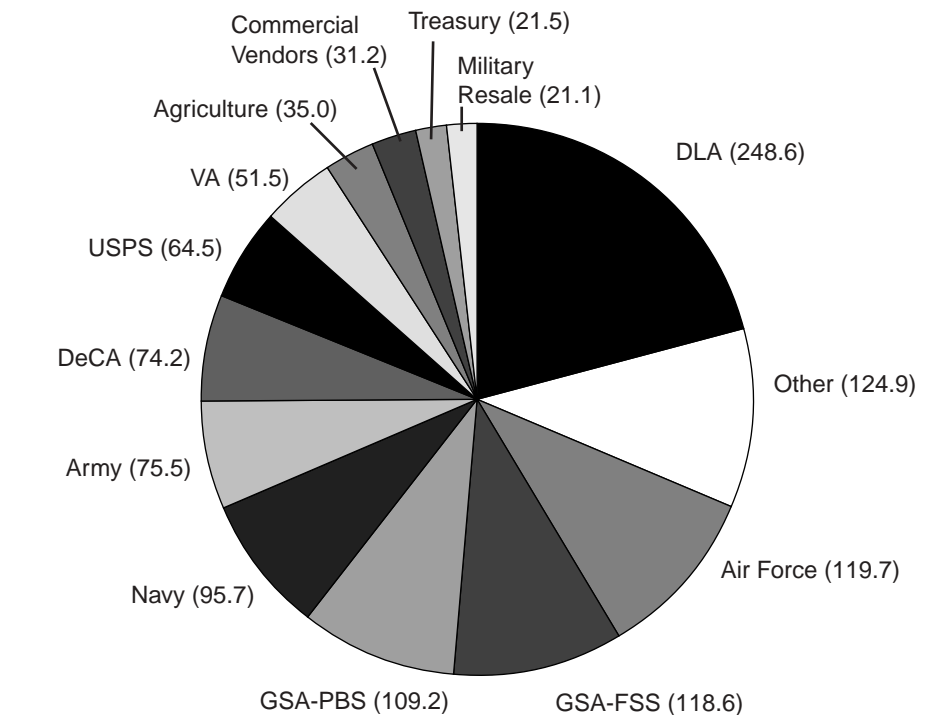
Sales by Year

JWOD product and services sales in FY 2001 surpassed the previous year's figures, reaching **\$1.19** billion, an 8 percent increase over FY 2000. JWOD product sales totaled \$529.1 million, a 4 percent increase over FY 2000, and JWOD service sales totaled \$662.3 million, an 11 percent increase.



Sales by Purchaser

For the second year in a row, the Defense Logistics Agency is the JWOD Program's largest contracting activity with JWOD purchases amounting to \$248.6 million, a 25 percent increase over FY 2000's \$198.3 million. Department of Defense purchases (DLA, Air Force, DeCA, Navy and Army) also continue to account for more than half of the JWOD Program's total sales. The General Services Administration is the JWOD Program's second largest customer, with FY 2001 purchases totaling \$227.8 million. Also of note in FY



2001, JWOD purchases by the Department of Agriculture have once again increased by 100

percent—from \$17.5 million in FY 2000 to the current \$35 million.



2001 E. R. "Dick" Alley Award Recipient
Donna Hutchens
Procurement Services Team
Leader
Northwest/Arctic Region
Public Buildings Service
General Services Administration

Under the direction of Ms. Hutchens the GSA/PBS Northwest/Arctic Region currently partners with JWOD on 38 janitorial service contracts and 3 administrative support contracts, including the operation of the Regional Emergency Control Center, a project led by Ms. Hutchens in 1999. Remarkably,

The E. R. "Dick" Alley Award

The E. R. "Dick" Alley Career Achievement Award, created in 1998 to honor the Committee's long time Deputy Executive Director, Dick Alley, recognizes an individual for extraordinary achievement and consistent effort in utilizing the Federal procurement system to generate employment opportunities for people who are blind or who have other severe disabilities under the Javits-Wagner-O'Day Program.

over 90% of this region's custodial dollars are dedicated to JWOD projects. These 41 contracts, with a dollar value of approximately \$9.7 million, have created 569,114 work hours for nearly 275 Americans with severe disabilities.

Consistently supporting the JWOD Program both inside and outside of her region for over twenty years, Ms. Hutchens also participated in the creation of a market-driven estimating process for custodial-based contracts. By supplying information on the "social costs" of contract-

ing with JWOD, the Northwest/Arctic Region helped GSA establish an appropriate adjustment to the LMI Performance Measures Industry standard for buildings cleaned by JWOD-associated nonprofits—thus allowing JWOD to compete.

The Committee, which presented Ms. Hutchens with a JWOD Outstanding Contributions Award in 2000, is proud to recognize her once again with its highest honor—the E. R. "Dick" Alley Career Achievement Award.

Most Valuable Liaison Award

Cynthia Maltby
Program Manager
Office of Acquisition/Property Management
Department of the Interior

Since 1995, Ms. Cynthia Maltby has diligently worked with Committee/NIB/NISH staff to identify and create new opportunities for the



JWOD Program throughout the Department of the Interior (DOI). She continues to keep JWOD staff informed about education and training opportunities and invites them to participate in DOI exhibits and conferences in both the D.C. area and across the country. Ms. Maltby has also been instrumen-

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Outstanding Contributions Award

Norman LeBreton

Chief, Customer Products
Division

Defense Logistics Information
Service



Mr. LeBreton's leadership was critical to the addition of the Battle Creek Customer Support Center (BCCSC)—a significant call center operation—to the Procurement List. This operation provides jobs to 20 people

with severe disabilities from Peckham Vocational Industries. Call center work is a growth area for the JWOD Program and

the Battle Creek contract is a fine example of JWOD capabilities to the rest of the Government. In fact, it received the Hammer Award in August of 2000.

Since turning the contract over to the JWOD Program, the abandoned call rate fell from over 50 percent to 2 percent and the time a customer had to wait to talk to a call center representative fell from over 7 minutes to just 15 seconds.

Outstanding Contributions Award

Gerald Zaffos

Procurement Analyst

Public Buildings Service, General
Services Administration

Mr. Zaffos has supported the JWOD Program for a number of years, bringing both expertise and a willingness to help the JWOD community improve its processes. As a result of Mr. Zaffos' continual assis-

tance, the JWOD Program and GSA's Public Buildings Service (PBS) have been able to resolve many contracting impasses at locations across the country.

Mr. Zaffos has made great efforts to achieve contract pricing that is fair to both JWOD-participating nonprofit agencies and PBS regions and has helped provide hundreds of jobs for people who are blind or have other severe disabilities.



Maltby

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tal in educating DOI staff—from purchase card holders and acquisition professionals to the

Secretary—on the benefits of supporting JWOD by creating DOI/JWOD training materials, assisting in the release of Memos

of Support from the Secretary's office, and establishing an agency-wide award for JWOD support.

NIB Awards

Milton J. Samuelson Career Achievement Award

The Milton J. Samuelson Career Achievement Award is presented to an individual working in an indirect labor position for an NIB-associated agency for leadership in the blindness field.

Kimberly Utley

Ms. Utley took a position with Blind Industries and Services of Maryland (BISM) as a Retail Associate in the JWOD-operated Base Supply Center (BSC) at Dover Air Force Base, DE, in 1998. Today, Ms. Utley is the store's Assistant Manager. Outstanding interpersonal and leadership skills, as well as a desire to undertake greater responsibilities, has allowed Ms. Utley to advance her position. Her knowledge of the JWOD Program and its products, together with a perceptive understanding of the wants and needs of her customers, has made Ms.



Utley a very effective salesperson on behalf of the JWOD Program.



Wayne Sibson

Mr. Wayne Sibson has been with Travis Association of the Blind (TAB) in Austin, TX, since

1993, where he works on a number of JWOD products, including sewing work on four different machines to make a Suspension Lining for a Parachutist helmet. Along with his work on the production floor, Mr. Sibson is active in other parts of TAB's organization—he has served as chairman of the Safety Committee, taught Braille to visually impaired individuals and is currently the chairman of the Special Events Committee. Mr. Sibson derives a great sense of satisfaction from helping others—both at TAB and in the community. NIB is proud to

Peter J. Salmon Direct Labor Employee Award

Since 1968, the Peter J. Salmon Direct Labor Employee of the Year Award has been given each year in his honor to an employee who demonstrates outstanding work ethic and achievement.

name Mr. Wayne Sibson as the recipient of the 2001 Peter J. Salmon Direct Labor Employee Award.

NISH Awards



Warren Togo

Mr. Warren Togo is a shy man with a great big smile—and legions of friends at Camp H.M. Smith, the headquarters of the U.S. Pacific Command. For over 20 years, with the encouragement and support of his family and the staff at Opportunities for the Retarded (ORI)/Helemano Plantation in Wahiawa, HI, Mr. Togo has achieved more than anyone thought he could. In recognition of all that Mr. Togo has achieved, NISH is proud to present him with the 2000 William M. Usdane Award.

Marian “Junie” Smith

Ms. Junie Smith got her start at the General Services Administration (GSA) with the support and encouragement of J.P. Industries in Tucson, AZ. Because of her spirit, attitude, and most importantly, the quantity and quality of her work, she is now a full-time employee with GSA. In recognition of her achievements, NISH is pleased to present the 2000 Evelyn Villines Award to Junie Smith.

Evelyn Villines Award

This award is presented each year to an individual with a disability who exhibits exceptional character and outstanding achievement and has successfully graduated to other employment following work in the Javits-Wagner-O’Day Program.

William M. Usdane Award

This award is presented each year to an individual with severe disabilities who has exhibited outstanding achievement and exceptional character in both his or her personal life and as an employee in the Javits-Wagner-O’Day Program.

Nonprofit Agencies Participating in the JWOD Program

Nonprofit agencies authorized to provide products and/or services under the JWOD Program during FY 2001 are listed below. There were a total of 602 nonprofit agencies with items on the Committee's Procurement List. New agencies are indicated with an asterisk (*).

ALABAMA—9

Anniston

Opportunity Center Easter Seal Rehabilitation Facility (NISH)

Birmingham

Alabama Goodwill Industries, Inc. (NISH)

Gadsden

Darden Rehabilitation Foundation (NISH)

Huntsville

Huntsville Rehabilitation Foundation (NISH)

The ARC of Madison County, Inc. (NISH)

Mobile

GWI Services, Inc. (NISH)

Montgomery

Goodwill Industries of Central Alabama, Inc. (NISH)

Muscle Shoals

Northwest Alabama Easter Seal Children's Clinic—Rehabilitation Center (NISH)

Talladega

Alabama Industries for the Blind (NIB)

ALASKA—4

Anchorage

Assets, Inc. (NISH)

MQC Enterprises (NISH)

Fairbanks

Fairbanks Resource Agency, Inc. (NISH)

Juneau

REACH, Inc. (NISH)

ARIZONA—12

Bisbee

Cochise County Association for the Handicapped (NISH)

Nogales

Santa Cruz Training Programs, Inc. (NISH)

Phoenix

AFH Enterprises, Inc. (NISH)

Arizona Industries for the Blind (NIB)

Goodwill Community Services, Inc. (NISH)

Tempe

The Centers for Habilitation/TCH (NISH)

Tucson

Arizona Training Program at Tucson (NISH)

Catholic Community Services of Southern Arizona (NISH)

J.P. Industries, Inc. (NISH)

Tetra Corporation (NISH)

Tucson Association for the Blind and Visually Impaired (NIB)

Yuma

Yuma WORC Center, Inc. (NISH)

ARKANSAS—7

Fayetteville

*Abilities Unlimited of Northwest Arkansas (NISH)

Fort Smith

Abilities Unlimited of Ft. Smith, Inc. (NISH)

BOST Human Development Services (NISH)

Jacksonville

Pathfinder Schools, Inc. (NISH)

Little Rock

The Arkansas Lighthouse for the Blind (NIB)

Pine Bluff

Jenkins Memorial Children's Center and Jenkins Ind., Inc. (NISH)

Texarkana

Texarkana Sheltered Workshop, Inc. (NISH)

CALIFORNIA—42

Bakersfield

The Bakersfield Association for Retarded Citizens, Inc. (NISH)

Baldwin Park

Work Orientation and Rehabilitation Company, Inc. (NISH)

Chico

Work Training Center for the Handicapped (NISH)

Concord

Phoenix Programs, Incorporated (NISH)

El Centro

Association for Retarded Citizens —Imperial Valley (NISH)

Imperial County Work Training Center, Inc. (NISH)

Fontana

The Fontana Rehabilitation Workshop (NISH)

Hanford

Kings Rehabilitation Center, Inc. (NISH)

Lancaster

Desert Haven Enterprises, Inc. (NISH)

Lompoc

Life Options, Vocational and

Resource Center (NISH)

Los Angeles

Asian Rehabilitation Services, Inc. (NISH)

Exceptional Children's Foundation (NISH)

Goodwill Industries of Southern California (NISH)

Mountain View

VTF Services (NISH)

Napa

Napa Valley P.S.I., Inc. (NISH)

Oakland

Calidad Industries, Inc. (NISH)

Pasadena

Foothill Workshop for the Handicapped, Inc. (NISH)

Perris

Valley Resource Center for the Retarded, Inc. (NISH)

Red Bluff

Tehama County Opportunity Center, Inc. (NISH)

Redding

Shasta County Opportunity Center (NISH)

Richmond

Pacific Coast Community Services (NISH)

Rubicon Programs, Inc. (NISH)

Ridgecrest

Desert Areas Resources and Training (NISH)

Rohnert Park

North Bay Rehabilitation Services, Inc. (NISH)

Roseville

PRIDE Industries (NISH)

Sacramento

Crossroads Building Services, Inc. (NISH)



CALIFORNIA (cont.)

Easter Seals Society of Superior California (NISH)

San Diego

Association for Retarded Citizens—San Diego (NISH)

Job Options, Inc. (NISH)

San Francisco

Recreation Center for the Handicapped, Inc. (NISH)

Rose Resnick Lighthouse for the Blind & Visually Impaired (NIB)

Toolworks, Inc. (NISH)

Santa Ana

Landmark Services, Inc. (NISH)

Santa Clara

Hope Rehabilitation Services (NISH)

Project HIRED, Inc. (NISH)

Santa Maria

The ARC of Santa Maria Valley (NISH)

South El Monte

Lincoln Training Center and Rehabilitation Workshop (NISH)

Stockton

Valley Service Connection, Inc. (NISH)

Suisun City

V-Bar Enterprises, Inc. (NISH)

Torrance

Social Vocational Services, Inc. (NISH)

Ventura

Association for Retarded Citizens—Ventura County, Inc. (NISH)

Woodland

Yolo Employment Services (NISH)

COLORADO—6

Colorado Springs

Goodwill Industrial Services Corporation (NISH)

Denver

Bayaud Industries, Inc. (NISH)

Platte River Industries, Inc. (NISH)

Fort Collins

Foothills Gateway, Inc. (NISH)

Pueblo

Pueblo Diversified Industries, Inc. (NISH)

Westminster

North Metro Community Services for Developmentally Disabled (NISH)

CONNECTICUT—6

Enfield

Greater Enfield Allied Rehabilitation Centers, Inc. (NISH)

New Britain

CW Resources, Inc. (NISH)

Uncasville

Easter Seal Rehabilitation Center of Southeastern Connecticut, Inc. (NISH)

Waterbury

Easter Seal Rehabilitation Center of Greater Waterbury, Inc. (NISH)

West Hartford

Easter Seal Greater Hartford Rehabilitation Center, Inc. (NISH)

Windsor

BESB Industries (NIB)

DELAWARE—3

Milford

Kent-Sussex Industries, Inc. (NISH)

New Castle

Delaware Industries for the Blind (NIB)

Wilmington

Opportunity Center, Inc. (NISH)

DISTRICT OF COLUMBIA —5

Anchor Mental Health Association (NISH)

Columbia Lighthouse for the Blind (NIB)

Davis Memorial Goodwill Industries (NISH)

D.C. Association for Retarded Citizens, Inc. (NISH)

Lt. Joseph P. Kennedy Institute (NISH)

FLORIDA—19

Daytona Beach

ACT, CORP. (NISH)

Work Oriented Rehabilitation Center, Inc. (NISH)

Fort Lauderdale

Goodwill Industries of Broward County, Inc. (NISH)

Gainesville

Association for Retarded Citizens Alachua County (NISH)

Green Cove Springs

CCAR Services, Inc. (NISH)

Jacksonville

GINFL Services, Inc. (NISH)

Lake City

CARC—Advocates for Citizens with Disabilities (NISH)

Miami

Goodwill Industries of South Florida, Inc. (NISH)

Easter Seal Society of Dade County, Inc. (NISH)

Orlando

Goodwill Industries of Central Florida, Inc. (NISH)

Pensacola

Lakeview Center, Inc. (NISH)

Rockledge

ARC—Brevard, Inc. (NISH)

Brevard Achievement Center, Inc. (NISH)

St. Petersburg

JobWorks, Inc. (NISH)

The Pinellas Association for Retarded Children (NISH)

Tampa

*MacDonald Training Center, Inc. (NISH)

Tampa Lighthouse for the Blind, Inc. (NIB)

West Palm Beach

Gulfstream Goodwill Industries, Inc. (NISH)

Lighthouse for the Blind of the Palm Beaches, Inc. (NIB)

GEORGIA—20

Albany

Goodwill Industries of South Georgia, Inc. (NISH)

Americus

Middle Flint Behavioral HealthCare—Sumter County MR Center (NISH)

Atlanta

Bobby Dodd Industries, Inc. (NISH)

Goodwill Industries of Atlanta, Inc. (NISH)

GEORGIA (cont.)**Augusta**

Easter Seals East Georgia, Inc.
(NISH)

Bainbridge

Georgia Industries for the Blind
(NIB)

Columbus

Power Works Industries, Inc.
(NISH)

Dublin

Middle Georgia Diversified
Industries, Inc. (NISH)

Jonesboro

WORKTEC (NISH)

La Grange

New Ventures, Inc. (NISH)

Macon

Good Vocations, Inc. (NISH)

Marietta

Nobis Enterprises, Inc. (NISH)

Montezuma

Macon County Mental
Retardation Services Center
(NISH)

Rome

Sheltered Work Services
of Rome, Inc. (NISH)

Savannah

Goodwill Industries of the
Coastal Empire, Inc. (NISH)

Smyrna

Blind & Low Vision Services of
North Georgia (NIB)

Thomasville

Thomas-Grady Mental
Retardation Services Center
(NISH)

Warner Robins

Epilepsy Association of Georgia,
Inc. (NISH)

Houston County Association for
Exceptional Citizens, Inc.
(NISH)

NAMI-Central Georgia, Inc.
(NISH)

GUAM—1**Tamuning**

Able Industries of the Pacific
(NISH)

HAWAII—7**Hilo**

The ARC of Hilo (NISH)

Honolulu

Goodwill Industries of
Honolulu, Inc. (NISH)
Ho'opono Center for the Blind
(NIB)

Lanakila Rehabilitation Center
(NISH)

Network Enterprises, Inc.
(NISH)

Wahiawa

Opportunities for the Retarded,
Inc. (NISH)

Wailuku

Ka Lima O Maui (NISH)

IDAHO—8**Blackfoot**

Dawn Enterprises, Inc. (NISH)

Caldwell

Western Idaho Training
Company, Inc. (NISH)

Coeur D'Alene

TESH, Inc. (NISH)

Eagle

Trace, Inc. (NISH)

Idaho Falls

Development Workshop, Inc.
(NISH)

Lewiston

Opportunities Unlimited, Inc.
(NISH)

Pocatello

New Day Products, Inc.
(NISH)

Sandpoint

Panhandle Special Needs, Inc.
(NISH)

ILLINOIS—21**Alton**

Challenge Unlimited, Inc.
(NISH)

Belleville

St. Clair Associated Vocational
Enterprises, Inc. (NISH)

Carthage

Hancock County Mental
Health Center, Inc. (NISH)

Chicago

Ada S. McKinley
Community Services, Inc.
(NISH)

Chicago Association for
Retarded Citizens (NISH)

*Community Counseling
Centers of Chicago (NISH)

Jewish Vocational Service and
Employment Center (NISH)

Lester and Rosalie Anixter
Center (NISH)

The Chicago Lighthouse for
People who are Blind or
Visually Impaired (NIB)

Danville

Rehab Products and Services,
Inc. (NISH)

Great Lakes

GWS, Inc. (NISH)

Jonesboro

Rehabilitation and Vocational
Education Program, Inc. (NISH)

Lanark

Rolling Hills Progress Center,
Inc. (NISH)

Mt. Vernon

Jefferson County Comprehen-
sive Services, Inc. (NISH)

Paris

Human Resources Center of
Edgar and Clark Counties
(NISH)

Peoria

Community Workshop and
Training Center, Inc. (NISH)

Rock Island

Alliance for the Mentally Ill of
Rock Island & Mercer
Counties (NISH)

Association for Retarded
Citizens of Rock Island
County (NISH)

Rockford

Omni Business Services, Inc.
(NISH)

Rolling Meadows

Clearbrook Center, Inc. (NISH)

West Frankfort

Franklin-Williamson Human
Services, Inc. (NISH)

INDIANA—9**Bloomington**

Stone Belt ARC, Inc. (NISH)

Gary

Tradewinds Rehabilitation
Center, Inc. (NISH)

Indiannapolis

Bosma Industries for the Blind,
Inc. (NIB)

Crossroads Rehabilitation
Center, Inc. (NISH)

GW Commercial Services, Inc.
(NISH)

New Albany

Rauch Rehabilitation &
Developmental Services, Inc.
(NISH)





INDIANA (cont.)

Paoli

Orange County Rehabilitative and Developmental Services, Inc. (NISH)

Rockville

Child-Adult Resource Services, Inc. (NISH)

Vincennes

Knox County Association for Retarded Citizens, Inc. (NISH)

IOWA —5

Des Moines

Goodwill Solutions (NISH)

Iowa City

Goodwill Industries of Southeast Iowa (NISH)

Newton

Progress Industries (NISH)

Shenandoah

Nishna Productions, Inc. (NISH)

Sioux City

Goodwill Community Rehabilitation Services, Inc. (NISH)

KANSAS—6

Junction City

*Great Plains Enterprises, Inc. (NISH)

Lawrence

Cottonwood, Inc. (NISH)

McPherson

*Multi Community Diversified Services (NISH)

Salina

Occupational Center of Central Kansas, Inc. (NISH)

Wichita

Center Industries Corporation (NISH)

Envision, Inc. (NIB)

KENTUCKY—8

Corbin

Southeastern Kentucky Rehabilitation Industries, Inc. (NISH)

Danville

Pioneer Vocational/Industrial Services (NISH)

Hopkinsville

Pennyroyal Regional Mental Health—Mental Retardation Board, Inc. (NISH)

Lexington

Opportunity Workshop of Lexington, Inc. (NISH)

Louisville

C.G.M. Services, Inc. (NISH)

Custom Quality Services, Inc. (NISH)

New Vision Enterprises, Inc. (NIB)

Owensboro

Opportunity Center Workshop, Inc. (NISH)

LOUISIANA —12

Baton Rouge

Louisiana Industries for the Disabled, Inc. (NISH)

Berwick

Bayou Industrial Maintenance Services, Inc. (NISH)

Jena

LaSalle Association for the Developmentally Delayed, Inc. (NISH)

Lake Charles

Calcasieu Association for Retarded Citizens, Inc. (NISH)

Leesville

Vernon Sheltered Workshop, Inc. (NISH)

Many

Association of Retarded Citizens of Sabine, Inc. (NISH)

New Orleans

Goodworks, Inc. (NISH)

The Lighthouse for the Blind in New Orleans (NIB)

Shreveport

Louisiana Association for the Blind (NIB)

North Louisiana

Goodwill Industries Rehabilitation Center, Inc. (NISH)

The Arc of Caddo-Bossier (NISH)

Slidell

*St. Tammany Association for Retarded Children, Inc. (NISH)

MAINE—5

Auburn

Pathways, Inc. (NISH)

Augusta

Motivational Services, Inc. (NISH)

Bar Harbor

DEH Operating Company (NISH)

Belfast

Group Home Foundation, Inc. (NISH)

Portland

Northern New England Employment Services (NISH)

MARYLAND—15

Aberdeen, MD

The ARC of Northern Chesapeake Region, Inc. (NISH)

Baltimore

Alliance, Inc. (NISH)

Baltimore Association for Retarded Citizens, Inc. (NISH)

Blind Industries and Services of Maryland (NIB)

Goodwill Industries of the Chesapeake, Inc. (NISH)

Sinai Hospital of Baltimore—Vocational Service Program (NISH)

The Chimes, Inc. (NISH)

Columbia

Developmental Services Group (NISH)

Easton

Chesapeake Bay Industries, Inc. (NISH)

Frederick

The Jeanne Bussard Center, Inc. (NISH)

Hagerstown

Hagerstown Goodwill Industries, Inc. (NISH)

MARYLAND (cont.)

Hollywood

The Center for Life Enrichment, Inc. (NISH) (name chg)

Rockville

The ARC of Montgomery County, Inc. (NISH)

Silver Spring

CHI Centers, Inc. (NISH)

Upper Marlboro

Melwood Horticultural Training Center (NISH)

MASSACHUSETTS—13

Boston

Community Workshops, Inc. (NISH)

Morgan Memorial Goodwill Industries, Inc. (NISH)

Braintree

Consolidated Products and Services, Inc. (NISH)

Chicopee

FOR Community Services, Inc. (NISH)

Concord

Minuteman ARC for Human Services, Inc. (NISH)

Easthampton

Riverside Industries, Inc. (NISH)

Hyannis

Nauset, Inc. (NISH)

Lawrence

American Training, Inc. (NISH)

Malden

Ferguson Industries for the Blind (NIB)

North Quincy

Work, Incorporated (NISH)

Pittsfield

Berkshire County Association for Retarded Citizens, Inc. (NISH)

Springfield

Goodwill Industries of the Springfield/Hartford Area, Inc. (NISH)

Worcester

Seven Hills Occupational & Rehabilitation Services, Inc. (NISH)

MICHIGAN—16

Alpena

Northeastern Michigan Rehabilitation and Opportunity Center (NISH)

Ann Arbor

Washtenaw County Community Mental Health Board (NISH)

Auburn Hills

New Horizons Rehabilitation Services, Inc. (NISH)

Battle Creek

Calhoun County Community Mental Health Services (NISH)

Navigations, Inc. (NISH)

Caro

Tuscola County Community Mental Health Services (NISH)

Grand Rapids

Hope Network, Inc. (NISH)

Holland

Kandu Industries, Inc. (NISH)

Kalamazoo

MidWest Enterprises for the Blind, Inc. (NIB)

MRC Industries, Inc. (NISH)

Kingsford

Trico Opportunities, Inc. (NISH)

Lansing

Peckham Vocational Industries, Inc. (NISH)

Port Huron

The Arc of St. Clair County (NISH)

Saginaw

Saginaw Valley Rehabilitation Center, Inc. (NISH)

Sault Ste. Marie

Northern Transitions, Inc. (NISH)

Southfield

Jewish Vocational Service and Community Workshop (NISH)

MINNESOTA—6

Duluth

Goodwill Industries Vocational Enterprises, Inc. (NISH)

Minneapolis

AccessAbility, Inc. (NISH)
Tasks Unlimited, Inc. (NISH)

Rochester

Ability Building Center, Inc. (NISH)

St. Paul

MDI Government Services (NISH)

Thief River Falls

Occupational Development Center, Inc. (NISH)

MISSISSIPPI—8

Gulfport

MS Goodworks, Inc. (NISH)

Jackson

Allied Enterprise of Jackson, Inc. (NISH)

Mississippi Industries for the Blind (NIB)

Long Beach

Allied Enterprises of Harrison County (NISH)

South Mississippi Regional Center (NISH)

Meridian

Allied Enterprises of Meridian (NISH)

Ridgeland

Goodwill Industries of Mississippi, Inc. (NISH)

Vicksburg

Warren County Association for Retarded Citizens, Inc. (NISH)

MISSOURI—9

Harrisonville

Casco Area Workshop, Inc. (NISH)

Independence

Independence and Blue Springs Industries, Inc. (NISH)

Kansas City

Alphapointe Association for the Blind (NIB)

The Helping Hand of Goodwill Industries Extended Employment Sheltered Workshop, Inc. (NISH)

Marshfield

Web-Co Custom Industries, Inc. (NISH)

Sedalia

Cooperative Workshops, Inc. (NISH)

Springfield

Springfield Workshop, Inc. (NISH)

St. Louis

Lighthouse for the Blind (NIB)
MGI Services Corporation (NISH)

MONTANA—4

Billings

Community Option Resource Enterprises, Inc. (NISH)

Butte

BSW, Inc. (NISH)

Helena

Helena Industries, Inc. (NISH)

Missoula

Opportunity Resources, Inc. (NISH)

NEBRASKA—4

Fremont

Outlook Nebraska (NIB)

Lincoln

Goodwill Services, Inc. (NISH)

Nebraska City

Region V Services (NISH)

Omaha

Goodwill Specialty Services, Inc. (NISH)



NEBRASKA (cont.)

NEVADA—4

Las Vegas

ISIGHT (NIB)

Opportunity Village Association
for Retarded Citizens (NISH)

Positive Access, Inc. (NISH)

Reno

United Cerebral Palsy of
Northern Nevada (NISH)

NEW HAMPSHIRE—2

Keene

Wyman Way Cooperative, Inc.
(NISH)

Lebanon

West Central Services (NISH)

NEW JERSEY—8

Augusta

SCARC, Inc. (NISH)

Cedar Knolls

Employment Horizons, Inc.
(NISH)

Edison

Edison Sheltered Workshop,
Inc. (NISH)

Hackensack

North Jersey Friendship House,
Inc. (NISH)

Mt. Holly

Occupational Training Center of
Burlington County (NISH)

Orange

The First Occupational Center
of New Jersey (NISH)

Runnemede

BestWork Industries for the
Blind, Inc. (NIB)

Somerset

New Jersey Association of the
Deaf-Blind, Inc. (NIB)

NEW MEXICO—6

Albuquerque

Adelante Development Center,
Inc. (NISH)

RCI, Inc. (NISH)

Artesia

*Door of Opportunity NISH)

Clovis

ENMRSH, Inc. (NISH)

Las Cruces

Tresco, Inc. (NISH)

Santa Fe

New Mexico Commission for
the Blind (NIB)

NEW YORK—43

Albany

Northeastern Association of the
Blind at Albany, Inc. (NIB)

Amsterdam

Montgomery County Chapter,
NYSARC, Inc. (NISH)

Astoria

Goodwill Industries of Greater
New York and Northern
New Jersey, Inc. (NISH)

Binghamton

Blind Work Association (NIB)

Sheltered Workshop for the
Disabled, Inc. (NISH)

Brooklyn

New York City Industries for
the Blind (NIB)

Buffalo

Elizabeth Pierce Olmstead,
M.D. Center for the Visually
Impaired (NIB)

Phoenix Frontier, Inc. (NISH)

Canandaigua

Ontario County Chapter,
NYSARC—Abbey Indus-
tries (NISH)

Canton

St. Lawrence County
Chapter, NYSARC (NISH)

Cortland

J.M. Murray Center, Inc.
(NISH)

Fulton

*Oswego Industries, Inc.
(NISH)

Jamestown

Chautauqua County Chapter,
NYSARC, Inc. (NISH)

Kingston

Gateway Community Indus-
tries, Inc. (NISH)

Malone

Citizen Advocates, Inc. (NISH)

Menands

The Workshop, Inc. (NISH)

Middletown

New Dynamics, Corp. (NISH)
Occupations, Inc. (NISH)

Montrose

Community Aid For Retarded
Children, Inc. (NISH)

New York

Fedcap Rehabilitation Services,
Inc. (NISH)

Federation Employment and
Guidance Service (NISH)

Lighthouse International (NIB)

The Corporate Source, Inc.
(NISH)

Niagara Falls

Niagara County Chapter,
NYSARC (NISH)

Oakdale

Skills Unlimited, Inc. (NISH)

Olean

Cattaraugus County Chapter,
NYSARC (NISH)

Plattsburgh

Clinton County Chapter,
NYSARC, Inc. (NISH)

Poughkeepsie

Dutchess County Chapter,
NYSARC, Inc. (NISH)

Rochester

ABVI-Goodwill Industries of
Greater Rochester (NIB)

Continuing Developmental
Services, Inc. (NISH)

Lifetime Assistance, Inc. (NISH)

Rochester Rehabilitation
Center, Inc. (NISH)

Sardinia

Suburban Adult Services, Inc.
(NISH)

Schenectady

Schenectady County Chapter
NYSARC, Inc. (NISH)

*Uncle Sam's House, Inc.
(NISH)

Slingerlands

Albany County Chapter,
NYSARC, Inc. (NISH)

Syracuse

Aurora of Central
New York (NIB)

Utica

Central Association for
the Blind and Visually
Impaired, Inc. (NIB)

Human Technologies Corpora-
tion, Inc. (NISH)

The Arc, Onieda-Lewis Chapter,
NYSARC (NISH)

NEW YORK (cont.)**Walton**

Delaware County Chapter,
NYSARC, Inc. (NISH)

Waterloo

NYSARC, Inc., Seneca-
Cayuga Counties Chapter
(NISH)

Watertown

Jefferson County Center,
NYSARC (NISH)

NORTH CAROLINA —17**Boone**

Watauga Opportunities, Inc.
(NISH)

Brevard

Transylvania Vocational
Services, Inc. (NISH)

Charlotte

Lions Services, Inc. (NIB)
*NEViNS, Inc. (NISH)

Durham

Durham Exchange Club
Industries, Inc. (NISH)
L.C. Industries for the Blind,
Inc. (NIB)

Greensboro

Industries of the Blind, Inc.
(NIB)

Greenville

Eastern Carolina Vocational
Center, Inc. (NISH)

Hertford

Skills, Inc. (NISH)

Jacksonville

Coastal Enterprises of Jackson-
ville, Inc. (NISH)

Kinston

Lions Industries for the Blind,
Inc. (NIB)

Marble

Industrial Opportunities, Inc.
(NISH)

New Bern

CETC Employment
Opportunities, Inc. (NISH)

North Wilkesboro

Wilkes County Vocational
Workshop, Inc. (NISH)

Raleigh

Raleigh Lions Clinic for
the Blind, Inc. (NIB)

Winston-Salem

Goodwill Industries
of Northwest North
Carolina, Inc. (NISH)
Winston-Salem Industries for
the Blind, Inc. (NIB)

NORTH DAKOTA—5**Bismark**

Pride, Inc. (NISH)

Fargo

Vocational Training Center
(NISH)

Jamestown

Alpha Opportunities, Inc.
(NISH)

Minot

Minot Vocational Adjustment
Workshop, Inc. (NISH)

Valley City

Open Door Center (NISH)

OHIO—18**Akron**

Community Support Services,
Inc. (NISH)
Weaver Industries, Inc. (NISH)

Canton

The Workshops, Inc. (NISH)

Cincinnati

Cincinnati Association for the
Blind (NIB)
Clovernook Center for the
Blind (NIB)
CRI, Inc. (NISH)
Ohio Valley Goodwill Indus-
tries Rehabilitation Center,
Inc. (NISH)

Cleveland

VGS, Inc. (NISH)

Dayton

Eastway Corporation (NISH)

Goodwill Industries of the
Miami Valley (NISH)

Elyria

Murray Ridge Production
Center, Inc. (NISH)

Mansfield

Richland County Board
of Mental Retardation and
Developmental Disabilities
(NISH)

Marion

MARCA Industries, Inc.
(NISH)

Newark

Licking-Knox Goodwill
Industries, Inc. (NISH)

Springfield

Clark County Board of
Mental Retardation
and Developmental Disabili-
ties (NISH)

Stryker

Quadco Rehabilitation Center,
Inc. (NISH)

Xenia

Greene, Inc. (NISH)

Youngstown

Youngstown Area Goodwill
Industries, Inc. (NISH)

OKLAHOMA—10**Anadarko**

APEX, Inc. (NISH)

Edmond

The Meadows Center for
Opportunity, Inc. (NISH)

Lawton

Goodwill Industries of
Southwest Oklahoma, Inc.
(NISH)

Midwest City

Mid-Del Group Home, Inc.
(NISH)

Moore

Work Activity Center, Inc.
(NISH)

Muskogee

Golden Rule Industries of
Muskogee, Inc. (NISH)

Oklahoma City

Oklahoma County Council for
Mentally Retarded Citizens,
Inc. (NISH)

Oklahoma Goodwill Industries,
Inc. (NISH)

The Oklahoma League for the
Blind (NIB)

Woodward

Oklahoma's Action Rehabilita-
tion Centers (NISH)

OREGON—12**Ashland**

*Pathway Enterprises (NISH)

Eugene

Pearl Buck Center, Inc. (NISH)

Hermiston

RISE, Inc. (NISH)

Lebanon

Willamette Valler Rehabilitation
Center (NISH)

Medford

Living Opportunities, Inc.
(NISH)

Portland

Blind Enterprises of Oregon
(NIB)

Portland Habilitation Center,
Inc. (NISH)

The Port City Development
Center (NISH)

St. Vincent DePaul Rehabilita-
tion Services
of Oregon (NISH)

Roseburg

Sunrise Enterprises of
Roseburg, Inc. (NISH)

Salem

The Garten Foundation
(NISH)

Warrenton

Clatsop County Develop-
ment Training Center
Association (NISH)

PENNSYLVANIA—36**Aston**

Elwyn, Inc. (NISH)

Athens

Penn-York Opportunities, Inc.
(NISH)

Bethlehem

Via of the Lehigh Valley, Inc.
(NISH)

Chester

Delaware County Branch of
the Pennsylvania Association
for the Blind (NIB)

Clark Summit

Allied Health Care Services
(NISH)

Coatesville

Chester County Branch
of the Pennsylvania Association
for the Blind, Inc. (NIB)

Erie

Dr. Gertrude A. Barber Center,
Inc. (NISH)

Greensburg

Rehabilitation Center &
Workshop, Inc. (NISH)

Westmoreland County Branch,
Pennsylvania Association for
the Blind, Inc. (NIB)

Harrisburg

Goodwill Services, Inc. (NISH)

Indiana

ICW Vocational Services, Inc.
(NISH)

Indiana County Blind Association,
Inc. (NIB)

Johnstown

Cambria County Association
for the Blind and Handi-
capped, Inc. (NISH)

Goodwill Industries of the
Conemaugh Valley, Inc.
(NISH)

Lancaster

Susquehanna Association for
the Blind and Vision
Impaired (NIB)

Lebanon

Quality Employment Services
& Training, Inc. (NISH)

Lewiston

Juniata Branch, Pennsylvania

Association for the Blind, Inc.
(NISH)

Lower Gwynedd

Delta Community Supports,
Inc. (NISH)

Meadow Lands

Arc Human Services, Inc.
(NISH)

Mechanicsburg

Cumberland-Perry Association
for Retarded Citizens
(NISH)

New Castle

Lark Enterprises, Inc. (NISH)

New Kensington

Family Services of Western
Pennsylvania, Inc. (NISH)

Philadelphia

Horizon House, Inc. (NISH)

Pittsburgh

ARC, Allegheny County
Chapter—Parc-Way Indus-
tries (NISH)

Easter Seal Society of Western
Pennsylvania (NISH)

Goodwill Commercial Services
(NISH)

Life'sWork of Western PA
(NISH)

Pittsburgh Vision Services, Inc.
(NIB)

Pottsville

United Cerebral Palsy of
Schuylkill, Carbon and
Northumberland Counties
(NISH)

Sharon

Mercer County Branch,
Pennsylvania Association for
the Blind (NISH)

Washington

Washington-Greene County
Branch, Pennsylvania
Association for the Blind
(NIB)

White Haven

White Haven Center (NISH)

Wilkes-Barre

United Rehabilitation Services,

Inc. (NISH)

Williamsport

Hope Enterprises, Inc. (NISH)
North Central Sight Services,
Inc. (NIB)

York

York County Blind Center
(NIB)

RHODE ISLAND—3**Middleton**

Newport County Chapter
of Retarded Citizens, Inc.
(NISH)

North Providence

Greater Providence Chapter,
Rhode Island Association for
Retarded Citizens (NISH)

Providence

In-Sight (NIB)

SOUTH CAROLINA—18**Aiken**

The Tri-Development Center
of Aiken County, Inc. (NISH)

Beaufort

Beaufort Vocational Rehabili-
tation Center (NISH)

Camden

Camden Vocational Rehabili-
tation Training Center (NISH)

Charleston Heights

Charleston Vocational Rehabili-
tation Center (NISH)

Columbia

Columbia Vocational Rehabili-
tation Center (NISH)

Conway

Horry County Disabilities/
Special Needs Board (NISH)

Easley

Pickens County Board of
Disabilities and Special
Needs (NISH)

Florence

Florence County Disabilities
and Special Needs Board
(NISH)

Greenville

Greenville County Disabilities
and Special Needs Board
(NISH)

North Charleston

Goodwill Industries of Lower
South Carolina, Inc. (NISH)

Orangeburg

Orangeburg County Disabilities
and Special Needs Board
(NISH)

Rock Hill

York County Mental
Retardation and Develop-
mental Disabilities Board
(NISH)

Seneca

Oconee-Pickens Work Training
Center (NISH)

Spartanburg

The Charles Lea Center
for Rehabilitation and
Special Education, Inc.
(NISH)

Summerville

Dorchester County Board of
Disabilities and Special
Needs (NISH)

Sumter

Sumter County Disabilities and
Special Needs Board, Inc.
(NISH)

The Genesis Center (NISH)

Walterboro

Walterboro Vocational Reha-
bilitation Center (NISH)

SOUTH DAKOTA—6**Aberdeen**

Adjustment Training Center,
Inc. (NISH)

Ellsworth AFB

BH Services, Inc. (NISH)

Hot Springs

Southern Hills Developmental
Services, Inc. (NISH)

Huron

Huron Area Center for
Independence, Inc. (NISH)

Pierre

*OAHE, Inc. (NISH)

Sioux Falls

Sioux Vocational Services Inc. (NISH)

TENNESSEE—10

Clarksville

Progressive Directions, Inc. (NISH)

Cookeville

Advocacy and Resources Corporation (NISH)

Johnson City

Dawn of Hope Development Center, Inc. (NISH)

Knoxville

Goodwill Industries—Knoxville, Inc. (NISH)
Knox County Association for Retarded Citizens (NISH)

Memphis

Memphis Goodwill Industries, Inc. (NISH)
Shelby Residential & Vocational Services, Inc. (NISH)

Morristown

Lions Volunteer Blind Industries, Inc. (NIB)

Nashville

Ed Lindsey Industries for the Blind, Inc. (NIB)
Goodwill Industries of Middle Tennessee, Inc. (NISH)

TEXAS—35

Abilene

Abilene Goodwill Industries, Inc. (NISH)

Austin

Goodwill Industries of Central Texas, Inc. (NISH)
Professional Contract Services, Inc. (NISH)
St. Vincent dePaul Rehabilitation Services of Texas (NISH)
The Travis Association for the Blind (NIB)

Beaumont

Goodwill Industries of Southeast Texas, Inc. (NISH)
Statewide Consolidated Community Development Corporation, Inc. (NISH)

Conroe

Tri-County Mental Health and Mental Retardation Services (NISH)

Corpus Christi

Nueces County Mental Health Mental Retardation Community Center (NISH)
South Texas Lighthouse for the Blind (NIB)
The RC Foundation, Inc. (NISH)

Dallas

Dallas Lighthouse for the Blind, Inc. (NIB)
Goodwill Industries of Dallas, Inc. (NISH)
LifeNet Community Behavioral Healthcare (NISH)

El Paso

Goodwill Industries of El Paso (NISH)
National Center for Employment of the Disabled (NISH)

Fort Worth

Expanco, Inc. (NISH)
Goodwill Industries of Fort Worth, Inc. (NISH)
Tarrant County Association for the Blind (NIB)

Houston

Center for the Retarded, Inc. (NISH)
The Lighthouse for the Blind of Houston (NIB)

San Angelo

Concho Resource Center (NISH)
MHMR Services for the Concho Valley (NISH)
West Texas Lighthouse for the Blind, Inc. (NIB)

San Antonio

Bexar County Mental

Health/Mental Retardation Center (NISH)

Development Resources, Inc. (NISH)

Goodwill Industries of San Antonio (NISH)

San Antonio Lighthouse (NIB)

South Texas Housing and Community Development Corporation (NISH)

Training, Rehabilitation & Development Institute, Inc. (NISH)

World Technical Services (NISH)

Tyler

East Texas Lighthouse for the Blind (NIB)

Wichita Falls

Beacon Lighthouse, Inc. (NIB)
Wichita Falls State Hospital (NISH)
Work Services Corporation (NISH)

UTAH—5

Clearfield

Pioneer Adult Rehab. Center, Davis County School District (NISH)

Ogden

Enable Industries, Inc. (NISH)

Salt Lake City

Community Foundation for the Disabled, Inc. (NISH)

Utah Industries for the Blind (NIB)

St. George

Washington County Association for Retarded Citizens (NISH)

VERMONT—1

Colchester

Champlain Vocational Services, Inc. (NISH)

VIRGINIA—26

Alexandria

Service Source (NISH)

Arlington

Sheltered Occupational Center of Northern Virginia, Inc. (NISH)

Bedford

Longwood Industries, Inc. (NISH)

Charlottesville

Division of Blind & Visually Impaired (NIB)
WorkSource Enterprises (NISH)

Chesapeake

Chesapeake Service Systems, Inc. (NISH)

Fairfax

Federal Dispute Resolution Center (NIB)

Fredericksburg

Rappahannock Goodwill Industries, Inc. (NISH)



VIRGINIA (cont.)**Hampton**

The ARC of the Virginia Peninsula, Inc. (NISH)

Leesburg

Every Citizen Has an Opportunity, Inc. (NISH)

Lynchburg

Lynchburg Sheltered Industries, Inc. (NISH)

Manassas

Didlake, Inc. (NISH)

Norfolk

Goodwill Industries of Tidewater, Inc. (NISH)

Louise W. Eggleston Center, Inc. (NISH)

Petersburg

Association for Retarded Citizens, Petersburg Area, Inc. (NISH)

Portsmouth

Portco, Inc. (NISH)

Richmond

Goodwill Services, Inc. (NISH)
Richmond Association of Retarded Citizens (NISH)

Salem

Goodwill Industries of the Valleys, Inc. (NISH)

Springfield

Mt. Vernon-Lee Enterprises, Inc. (NISH)

Victoria

Southside Training Employment Placement Services, Inc. (NISH)

Virginia Beach

Community Alternatives, Inc. (NISH)
Diversified Industrial Concepts, Inc. (NISH)

Williamsburg

Colonial Workshop, Inc. (NISH)

Winchester

Northwestern Workshop, Inc. (NISH)

Wytheville

Mount Rogers Community Mental Health—Mental Retardation Services Board (NISH)

WASHINGTON—23**Bellingham**

Cascade Christian Services (NISH)

Lake Whatcom Residential and Treatment Center (NISH)

Bremerton

Holly Ridge Center, Inc. (NISH)

Peninsula Services (NISH)

Clarkston

Asotin County Board of Commissioners—Developmental Services (NISH)

Ellensburg

Elmview (NISH)

Issaquah

AtWork! (NISH)

Kennewick

Columbia Industries (NISH)

Oak Harbor

New Leaf, Inc. (NISH)

Olympia

Morningside, Inc. (NISH)

Port Angeles

Diversified Resource Center (NISH)

Port Townsend

Skookum Educational Programs (NISH)

Republic

Ferry County Community Services (NISH)

Seattle

Northwest Center for the Retarded (NISH)
Prevail (NISH)
Seattle Mental Health Institute, Inc. (NISH)
The Lighthouse for the Blind, Inc. (NIB)

Spokane

Career Connections (NISH)
Pre-Vocational Training Center (NISH)

Sumner

VADIS Northwest (NISH)

Vancouver

Vantech Enterprises N.W. (NISH)

Walla Walla

Lillie Rice Center (NISH)

Yakima

Yakima Specialties, Inc. (NISH)

WEST VIRGINIA—13**Buckhannon**

Buckhannon-Upshur Work Adjustment Center, Inc. (NISH)

Charleston

*Goodwill Industries of Kanawha Valley (NISH)
Shawnee Hills, Inc. (NISH)

Craigsville

Sheltered Workshop of Nicholas County, Inc. (NISH)

Huntington

Goodwill Industries of KYOWVA, Inc. (NISH)
Pretera Center for Mental Health Services, Inc. (NISH)

Maben

Wyoming County Workshop, Inc. (NISH)

Nutter Fort

Job Squad, Inc. (NISH)

Parkersburg

SW Resources, Inc. (NISH)

Ronceverte

Gateway Industries, Inc. (NISH)

Star City

PACE Training and Evaluation Center, Inc. (NISH)

Weirton

Hancock County Sheltered Workshop, Inc. (NISH)

Wheeling

Russell Nesbitt Services, Inc. (NISH)

WISCONSIN—8**Eau Claire**

L.E. Phillips Career Development Center, Inc. (NISH)

Fond du Lac

Brooke Industries, Inc. (NISH)

Green Bay

Brown County Association for Retarded Citizens, Inc. (NISH)

La Crosse

ORC Industries, Inc. (NISH)

Milwaukee

Associated Industries for the Blind (NIB)

Milwaukee Center for Independence, Inc. (NISH)

Milwaukee Industries for the Blind, Inc. (NIB)

Wiscraft Inc.—Wisconsin Enterprises for the Blind (NIB)

WYOMING—3**Casper**

Northwest Community Action Programs of Wyoming, Inc. (NISH)

Cheyenne

Goodwill Industries of Wyoming, Inc. (NISH)
Magic City Enterprises, Inc. (NISH)

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